



DUF₆ Conversion
Preproposal Conference
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Human Resources Management

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Human Resources Management Objectives

- Orderly Transition (Active and Displaced Workers)
- Fair to Workers, While Maintaining Productive and Flexible Workforce
- Minimize Cost of Transition
- Promote Positive Labor-management Relations



Hiring Preference Challenges

- Multiple Sites
- Multiple Employers (BJC & Subs, USEC)
- Detailed Order of Hiring Priorities
- Staffing Approach to be Evaluated (M.2,(a)(3))
- Diversity Approach to be Evaluated (M.2,(a)(3))



Labor Relations

- Assure Positive Labor-Management Relations
- Recognize PACE for Current Operations/Maintenance Work its Members Perform, and Negotiate Collective Bargaining Agreements
- Abide by National Labor Relations Act Regarding Bargaining Representative for Future Operations/Maintenance Work
- Give Due Consideration to Negotiating a Construction Labor Agreement with Building Trades for Construction Phase
- Labor Relations Approach to be Evaluated (M.2(a)(3))



Pay & Benefits

- Complex Due to Multiple Prior Employers
- Fair to Workers (Continuity of Coverage for Retirement, Medical, Paid Leave, etc.)
- Reasonable Cost
- Compensation Approach to be Evaluated (M.2,(a)(3))



Severance Pay

- Workers "Transitioned" to the New Contractor Without a Break in Service, are Vested with Past Service for Future Severance Pay Purposes
- Those Displaced Workers that Have Received Severance Pay and are Subsequently Hired by the New Contractor, Start Anew Regarding Their Severance Pay Service Timetable



Training

- One-time Training Programs will be Developed, if Sufficient Numbers of Qualified Displaced Workers are not Available for Existing Jobs
- Up to 6 Months Duration and \$5,000 per Person
- Training Completed no Sooner than 60 days, nor Less than 10 days, Prior to When Skill Needed



Determination of Appropriate Labor Standards (H-13)

- Contractor Submits Request for Coverage Determination to DOE Labor Standards Committee
- Contractor Includes Appropriate Labor Standards Provisions in Subcontracts
- Contractor Includes Appropriate Wage Determinations in Subcontracts